

CORPORATE COLLEGE RECRUITING
FALL 2004/SPRING 2005

“RECRUITING MESSAGES”

NASA recruiters should be promoting the NASA mission, learning opportunities, and other advantages of working for NASA. In addition, senior leadership has stated that our recruitment message should have three underlying “themes.” These are:

- **Quality.** While NASA is not hiring large numbers of individuals, we are looking for the “best of the best.” The Administrator’s Intern Program is an excellent example of this focus. This means that not only will we only hire individuals of a superior caliber, but those individuals can expect work along side others of a similar level of ability.
- **Mobility.** Applicants considering careers at NASA should realistically expect to spend time at more than one location. While this does require a certain amount of flexibility, it also means that employees have the opportunity to develop a broad understanding of the full scope of the agency mission.
- **Non-permanent hiring.** While we will be doing some permanent hiring, we are also looking at hiring increasing numbers of non-permanent employees. This need not be perceived as a negative, keeping in mind the following:
 - Most of these appointments will be made either under the Federal Career Internship Program or the term authority, both of which provide an entitlement to benefits and appropriate salary increases.
 - “Fresh-outs” do not necessarily expect to have a lifelong career with a single employer, and may view the opportunity to work with NASA for a more limited period as a means of developing a diverse array of skills.